

Differential Pay Plan 2013-2014
Idaho Distance Education Academy (I-DEA)

A team was formed to develop the Differential Pay Plan which included 7 teachers, 1 counselor, and 3 administrators. At the conclusion of the development of the plan, school board voted to approve the plan on August 19, 2013 during the Regular Meeting. The plan will be posted to the I-DEA website at the time of submission to the Idaho State Department of Education.

I-DEA will allocate 100% of the money to pay and associated benefits, and will not allocate any money toward professional development.

3 sub-school groups were formed for the purposes of goals. Below are a description of each sub-school group, which job titles will qualify for pay based on the accomplishment of the goals, and the shares apportioned with each goal. No person may earn more than 1 share, but may earn up to or less than 1 share. All shares will be awarded on a per FTE basis. Money will be allocated to cover benefit costs associated with payout.

Sub-School Group Title: K-8

Job Titles Included: Elementary teachers, Curriculum and Assessment Director

Value of Shares for each goal: Each Goal is worth .5 shares.

1. Increase by at least 10% percent the percentage of 5th, 6th, 7th and 8th graders taking and successfully completing (C or better) above level/challenging math courses.
2. PLATO Math - 60% of 3rd - 8th grade students will score 70% or better on the March PLATO benchmark for math.
3. PLATO ELA - 60% of 3rd - 8th grade will score 70% or better on the March PLATO benchmark for English Language Arts.
4. K-2 - Meet or exceed the legislative goals for the IRI at grades K, 1 and 2.
5. 1st - 2nd grade - 75% of 1st and 2nd grade students score proficient or better on the MCOMP/MCAP

Sub-School Group Title: High school

Job Titles Included: High school teachers, High School Principal, Counselor

Value of Shares for each goal: Each Goal is worth .5 shares.

1. Seniors complete post-secondary applications and FAFSA with 40% completion rate
2. 100% of 10-12 graders enrolled by Sept 18 bank ISATs or alt grad assessments in all subject areas with the exception of Science by May 30
3. Increase college credits earned by students increase 10%
4. Increase students in SAT review course by 20%

Sub-School Group Title: At-Risk

Job Titles Included: Paraprofessionals, Spec Ed Teachers, Spec Ed Director, Director

Value of Shares for each goal: Each Goal is worth .5 shares for Spec Ed Teachers, Spec Ed Director, and Director. Paraprofessionals will receive shares at ½ the amount of all other identified positions in this group.

1. Decrease K-3 non-proficient scores on IRI by 10% fall to spring administrations
2. 100% of students demonstrate 1 year worth of growth (grade level and percentile) or reach proficiency at grade level on MCOMP/MCAP
3. 3-12 Using PLATO benchmark growth from fall to spring in Math with 50 percentage points
4. 3-12 Using PLATO benchmark growth from fall to spring in Language arts 50 percentage points